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Approved For Release 2003/04/29 : CIA-RDP84-00780R003100130033-0

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16 August 1968

Suggested Items for "CT Recruitment" Meeting - 19 August 1968

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1. First point would be a request to Mr. Richardson, [redacted] Mr. Wattles, [redacted] et al, to state in detail any conversations they have had with Clandestine Services officers or any papers which they have drafted or seen on this broad subject. This should also include the apparently related matter of the ratio of internal to external CT's.
2. The instructions from DD/S as to who should talk to whom about what.
3. Development of position for discussion between DD/S and DD/P after DD/P returns from leave on 26 August.
4. Time permitting, discussion on the draft regulation and, particularly, the timing for its release for formal inter-Directorate coordination.

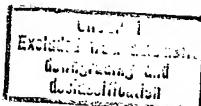
Validity of new review panel vs. men on the CT staff  
*CS*  
 John W. Coffey

Mr. Coffey -

Other papers are: 68-4124, 68-3986, 68-4206

DDP memo - general  
 DDP memo - internal / external

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15 August 1968

STATINTL

[redacted]

Mr. Bannerman agrees that this would be a poor time to put such a document out for inter-Agency coordination. -- That action should await the discussion on the CT Program which we all anticipate he will have with Mr. Karamessines after Mr. Karamessines returns from leave on 26 August.

Meanwhile, however, we could clean the document up within DD/S so that we have a paper agreed at least that far when it is considered appropriate to enter the inter-Directorate arena. You will see that I have made some notes on individual paragraphs. Perhaps you can carry on as indicated above.

[redacted]

John W. Coffey

ILLEGIE

Att

Proposed CT Regulation [redacted]

STATINT

Extracts on the role of the Clandestine Services in the screening and selection of Career Trainees from the Inspector General's Survey of the Career Training Program, April 1967."

"At times criticism has centered on the method of selecting CTs. In 1960, for example, the IG Survey of Agency training suggested that the CT Staff might be assuming "excessive responsibilities" in selecting CTs and recommended that the Director of Training establish a selection panel composed of line officers from the three directorates with representatives from the Office of Personnel, OTR, and Chief, CT Staff. The DDS agreed with this recommendation. In practice, however, it was too unwieldy to have a formal panel, as such, operate with any degree of efficiency without disrupting the mechanics of pre-employment interviews, now running over 500 per year. The Director of Training, in an effort to comply with the spirit of the recommendation, succeeded in acquiring representatives from the Directorate of Intelligence and the Clandestine Services to serve on the CT Staff. This has been the practice to date."

"Even with representatives from the Clandestine Services on the CT Staff participating in the selection process, the DDP has not always been satisfied with the method of selecting CTs, and from time to time the Clandestine Services has inserted itself in the selection process. In the spring of 1966, for example, the Director of Training, responding to a request from the DDP's Training Officer, agreed to alert the Training Officer when CT applicants were scheduled to visit Headquarters. The Training Officer then arranged to have senior officials from the Clandestine Services and the Office of Training. It was abandoned after a brief trial period."

"Another screening procedure, developed by the Clandestine Services in April 1966, is a panel that interviews CTs after they have completed the first portion of their training. The purpose of the screening is to determine CT suitability for the Clandestine Services. We discuss this panel in more detail in our section on Placement." ( p. 35-36)

"During their desk experience, CTs are exposed to another screening process. A panel, since April 1966, has interviewed CTs to determine their suitability for the Clandestine Services before they continue with their formal training. The panel is chaired by Chief [redacted] and has four other senior members. The panel reviews files and interviews CTs to determine suitability and motivation. As of 1 February 1967 the panel had turned down only two CTs out of a total of 81 CTs interviewed. The panel had reserva- STAT

tions on four others, three of whom performed satisfactorily in the remainder of their training."

"We question the need for this recently adopted screening process. The Clandestine Services is represented in the original selection of CTs and their placement after training by careerists from the Clandestine Services assigned to the CT Staff. As we have pointed out earlier, the selection of CTs is carried out in a highly commendable manner. Furthermore, the panel has rejected only a small percentage of CTs." (p. 96)

"It is recommended that:

(#31)

The Deputy Director for Plans review the present procedures for determining suitability of CTs for the Clandestine Services to determine whether this additional screening process is necessary in view of the effectiveness of the initial screening of CT applicants by the CT Staff and the success of the Staff in placing CTs after training is completed." ( p. 97)